

Adopted: November 4, 1986

**ACADEMIC SENATE  
OF  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, California**

**AS-233-86/EX**

**RESOLUTION ON  
COLLECTIVE BARGAINING**

- WHEREAS, The faculty and the Academic Senate of California Polytechnic State University are committed to maintaining and improving upon the high quality of education in the CSU on behalf of the taxpayers and citizens of California; and
- WHEREAS, An analysis of the CSU collective bargaining proposals indicates several elements which we believe will have a negative effect upon the achievement and maintenance of quality education in the CSU, specifically the proposal to separate rank from salary and thereby substitute the values of the market place for the values of the academic community; and
- WHEREAS, The CSU collective bargaining proposals further propose to alter significantly the faculty role in academic governance, specifically to limit the participation of faculty on the Faculty Early Retirement Program; and
- WHEREAS, The CSU collective bargaining proposals represent a significant step backwards from rights and expectations established in previous agreements such as attempts to remove binding arbitration from the grievance procedure; attempts to remove careful consideration language for lecturers, and attempts to narrow benefit eligibility; and
- WHEREAS, The CSU collective bargaining proposals contradict the Trustees' stated commitment to collegiality and in fact appear to represent a commitment to its antitheses, specifically to proposals such as separating rank from salary which will have the effect of pitting faculty against management and each other to the serious detriment of the educational enterprise; therefore, be it
- RESOLVED: That the faculty and the Academic Senate of California Polytechnic State University strongly urge the CSU management to negotiate in good faith with the CFA toward a contract that has as its primary goal, not the mastery of faculty by management, or the taking away of hard-won faculty rights, but rather the attainment of conditions and standards that encourage faculty to do the best possible job in the interests of their students and of the taxpayers and citizens of California; and be it further
- RESOLVED: That this resolution be sent to Chancellor W. Ann Reynolds and the Trustees of The California State University.

Proposed By:  
Executive Committee  
October 28, 1986

*No response  
from Baker  
since this  
is a union  
matter.*